

§ 60-50.4

of the employer's business. In determining the extent of an employer's obligations under this section, at least the following factors shall be considered: (a) Business necessity, (b) financial costs and expenses, and (c) resulting personnel problems.

§ 60-50.4 Enforcement.

The provisions of this part are subject to the general enforcement, compliance review, and complaint procedures set forth in Subpart B of Part 60-1 of this chapter.

§ 60-50.5 Nondiscrimination.

The provisions of this part are not intended and shall not be used to discriminate against any qualified employee or applicant for employment because of race, color, religion, sex, or national origin.

PART 60-250—AFFIRMATIVE ACTION AND NONDISCRIMINATION OBLIGATIONS OF CONTRACTORS AND SUBCONTRACTORS REGARDING SPECIAL DISABLED VETERANS, VETERANS OF THE VIETNAM ERA, RECENTLY SEPARATED VETERANS, AND OTHER PROTECTED VETERANS

Subpart A—Preliminary Matters, Equal Opportunity Clause

Sec.

- 60-250.1 Purpose, applicability and construction.
- 60-250.2 Definitions.
- 60-250.3 [Reserved]
- 60-250.4 Coverage and waivers.
- 60-250.5 Equal opportunity clause.

Subpart B—Discrimination Prohibited

- 60-250.20 Covered employment activities.
- 60-250.21 Prohibitions.
- 60-250.22 Direct threat defense.
- 60-250.23 Medical examinations and inquiries.
- 60-250.24 Drugs and alcohol.
- 60-250.25 Health insurance, life insurance and other benefit plans.

Subpart C—Affirmative Action Program

- 60-250.40 Applicability of the affirmative action program requirement.
- 60-250.41 Availability of affirmative action program.
- 60-250.42 Invitation to self-identify.

41 CFR Ch. 60 (7-1-09 Edition)

- 60-250.43 Affirmative action policy.
- 60-250.44 Required contents of affirmative action programs.

Subpart D—General Enforcement and Complaint Procedures

- 60-250.60 Compliance evaluations.
- 60-250.61 Complaint procedures.
- 60-250.62 Conciliation agreements.
- 60-250.63 Violation of conciliation agreements.
- 60-250.64 Show cause notices.
- 60-250.65 Enforcement proceedings.
- 60-250.66 Sanctions and penalties.
- 60-250.67 Notification of agencies.
- 60-250.68 Reinstatement of ineligible contractors.
- 60-250.69 Intimidation and interference.
- 60-250.70 Disputed matters related to compliance with the Act.

Subpart E—Ancillary Matters

- 60-250.80 Recordkeeping.
- 60-250.81 Access to records.
- 60-250.82 Labor organizations and recruiting and training agencies.
- 60-250.83 Rulings and interpretations.
- 60-250.84 Responsibilities of local employment service offices.

APPENDIX A TO PART 60-250—GUIDELINES ON A CONTRACTOR'S DUTY TO PROVIDE REASONABLE ACCOMMODATION

APPENDIX B TO PART 60-250—SAMPLE INVITATION TO SELF-IDENTIFY

APPENDIX C TO PART 60-250—REVIEW OF PERSONNEL PROCESSES

AUTHORITY: 29 U.S.C. 793; 38 U.S.C. 4211 (2001) (amended 2002); 38 U.S.C. 4212 (2001) (amended 2002) and 4212; E.O. 11758 (3 CFR, 1971-1975 Comp., p. 841).

SOURCE: 70 FR 72151, Dec. 1, 2005, unless otherwise noted.

Subpart A—Preliminary Matters, Equal Opportunity Clause

§ 60-250.1 Purpose, applicability and construction.

(a) *Purpose.* The purpose of the regulations in this part is to set forth the standards for compliance with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212, or VEVRAA), which requires Government contractors and subcontractors to take affirmative action to employ and advance in employment qualified special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans.